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Florida Clergy Pay Still #1; UCC Average Increases by 5%

In the eleventh straight year, clergy in the Florida Conference received the highest UCC average annual salaries in 1989. Ministers in the conference averaged \$31,728, up from \$31,099 in 1988, according to figures released by the UCC Pension Boards. Second was the Southwest Conference at \$31,362, followed by Connecticut at \$29,188, Southern California at \$29,432 and Central Atlantic at \$29,374. Remuneration was lowest in Nebraska, at \$20,911.

The 3,899 parish ministers reporting earned an average of \$26,693 in 1989, up from the previous year. Salary includes a cash parsonage allowance or a percentage of cash allowance, but does not include utilities or car allowance.

Male clergy still earn far more than women, \$27,649 to \$21,280, but women's average salaries rose by 6.4% from 1988 and men's by 5%. 1989 inflation was 4.8%.

The ranks of the highest-paid pastors continued to increase: 43 men earned \$6,000 and over, up from 31 the previous year, and 17 women made \$36,000 or more, up from 10. At the other end of the scale, 113 men and 73 women made under \$2,000, though the PB say some served part-time or had other income sources.

On pension payments, 79.1% of clergy reported that dues of 14% of salary (as proposed by Synod) or more were made. Maine, where salaries are less than average at \$24,309, is number one with 91%, closely followed by Indiana-Kentucky, 91%, and Minnesota and Ohio, 88% each. Florida is right on average.

Pension Bds Advise Way to Cut Taxes & Prep Time

Clergy can cut taxes and simplify reporting by asking their churches to pay all business expenses rather than providing allowances, such as for cars.

Churches should go on a Qualified Reimbursement System, says Frank Somerville, tax consultant to the Pension Boards. Under an allowance system, clergy must account for business expenses on their Federal tax forms and allocate such expenses between taxable and non-taxable income. Under reimbursement, the pastor pays for an item, gives a receipt to the church and is reimbursed. Nothing has to be reported to the IRS.

For details, ask your conference office for the PB's tax video *Line by Line* on the 1989 Federal income tax form. See also the Stewardship Council's *Minister's Income Tax Guide*, sent free to churches.



"Cross Transformations" by Bruce Freedberg was displayed last Easter outside Old First Reformed Church, Philadelphia. The varied layers of cloth wrappings, giving the cross a bound look, were removed during Holy Week, with the last freed Easter day.

Church Development Procedures Change

UC Board for Homeland Ministries has changed the procedures in its 10-year church development plan. Aim of the changes is to "achieve a joint planning effort between the Homeland Board and conferences," explains UCBHM division of evangelism and local church development general secretary Robert Burt.

The plan was adopted by General Synod 15. Previously, conferences presented proposals for new and revised churches to the Homeland Board each year. But last Dec., conferences submitted to UCBHM proposals containing church development plans for the next five years--1990-1994.

Early this year, these plans were sent to all conferences, to "strengthen the partnership among conferences and the Homeland Board so that the UCC could more effectively do church development," says Mr. Burt.

In addition to consulting with UCBHM's research office, conferences used data from the U.S. Census Bureau to help formulate their plans. The information provides a "good demographic profile for detecting where church growth might occur," Mr. Burt notes.

In Feb., the Council of Conference Ministers formed a committee to "facilitate communication and share information on church development issues," says Washington-North Idaho Conference minister James Halfaker.

The group also will help conferences to raise funds for church development and to identify and support pastors of new churches, he adds.

The committee plans to work closely with the Homeland Board's church development staff.

Missionary Pay to Be Set By Philippines Church

The United Church of Christ in the Philippines has asked that overseas missionaries there receive a salary no higher than the church's general secretary.

UC Board for World Ministries' overseas personnel executive Elinor Galusha thinks that in the next decade, more and more national churches will set pay scales for overseas workers more comparable to national employees. UCBWM has agreed to the Philippines request, although it is not retroactive, and no new missionaries have been requested.

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Memory Makes It Real

By Jack E. Yates

It was a throwaway line at the bottom of a hardware store ad, the kind that's inserted in your daily paper: "The reality of any place is what its people remember of it."

Then let us listen carefully to what other persons say. They could have an important story to tell us.

Perhaps they remember grass, while today they see sparse pasture; river bottoms over against high plains; protection vs. blasting wind. If so, they may be some of the people among whom I live.

Here on the Fort Berthold Indian Reservation, the people of eight UCC churches celebrate their Mandan, Hidatsa and Arickara heritage and their Congregational history.

All of them can be described as "affected by the 1954 completion of the Garrison Dam," one of five main-stem dams the U.S. Army Corps of Engineers constructed along the Missouri River.

The dam created the 140-mile-long Lake Sakakawea, submerging both homes and the invaluable grasslands of the river bottoms. Indian communities were eradicated; people dispersed; economic life shifted from barter to cash. Many non-Indians also lost homes and lands.

Garrison Dam wiped out all church and cemetery sites. The Corps of Engineers dug up the sacred burial grounds and

moved the contents to some new place on the higher elevations, to which people and churches--and now ancestors' bones--were being sent.

But relocation of buildings and people did not take place on parallel courses. One example. Independence Congregational Church today stands on open prairie--not many miles from its original home, hardly where it is likely to serve former constituents or any others.

All five continuing congregations of the Fort Berthold Council of Congregational Churches face similar problems, especially the movement and dispersal of their members. Three other churches are of more recent origin--that is, created soon after the Garrison Dam. All eight struggle to stay alive.

People remember life in those earlier days. Because it is remembered, it is real; and its people mourn its loss.

No one can roll back Lake Sakakawea and start over. But maybe during the Lenten season, we will let this recital speak to us...

...to take the time to listen to what others tell us of the world as they remember it and as they experience it now.

...to think about all those whom we have harmed by haste and thoughtlessness.

...to act now in behalf of all those hurt by our decisions of the past.

Perhaps we will remember our Lord Jesus Christ, and in that remembering, make him real for all among whom we live.

Jack E. Yates is pastor of United Church of Christ, New Town, ND.

Priorities Report

Evangelism & Membership Growth

Thanks to a follow-up campaign, *Community UCC*, Boulder, CO, increased its members by 17 in six months. The church listed names and addresses of visitors in its newsletter; sent thank you notes for coming; had the pastor phone, and invited them to join church projects.

Education

Middle-aged Americans often must care not only for their children, but for their aging parents. To help this "sandwiched generation," Ellis Valkenburg of *Christ Church, UCC*, Bethlehem, PA, and mental health professionals, with funding from *UC Board for Homeland Ministries*, created and offered at the church a six-session course on the topic. Order for \$1 plus postage from *UCC Council*

for *Health and Human Service Ministries*, 543 College Ave., Lancaster, PA 17603, 800-822-4476 or 717-299-9945.

Integrity of Creation, Justice & Peace

A guide for a five-part adult education series on promoting nonprejudicial attitudes is available from the peace task force of *Evangelical UCC*, 204 E. Lockwood, Webster Groves, MO 63119, 314-968-1727.

The Homeless Poor



Since 1988, an annual spring garden planted by children at *Bayberry UCC* in Syracuse, NY has meant more than 300 homeless people have gotten fresh vegetables from the area food consortium. Awarded \$1,000 as "Church of the Month" by *Guidepost* magazine, Bayberry will use part to help other local churches do the same with their gardens.

UPCOMING EVENTS

The entire UCC can take part in the installation of president *Paul H. Shernoff* and treasurer *Doris R. Powell*, at 3 P.M. **Mar. 25** in Cleveland, and special events there **Mar. 23-24**. Send good wishes to them at 700 Prospect Ave., Cleveland, OH 44115 for presentation at the event. Reserve rooms at Cleveland's Sheraton City Center Hotel, 216-771-7600; ask for UCC installation rate of \$55/night.

Kirkridge Retreat Center's annual "post-Easter" conference, **Apr. 16-20**, titled "Towards a Ministry of Resistance and Hope" and aimed at clergy and church leaders. \$395 for registration, room and board. Contact Kirkridge, Bangor, PA 18013, 215-588-1793.

Contact--at UC Board for Homeland Ministries, 475 Riverside Dr., 10th Floor, New York, NY 10115, 212-870-2100. James Smith, Jr. about *UCC College Heritage Day*, **Apr. 29**, and Faith Johnson about the *Festival of the Christian Home* and Paul Peters about *Rural Life Sunday*, both **May 13**. Get details on *Farm Worker Week*, **Apr. 29-May 5**, from National Farm Worker Ministry, Box 300, Delano, CA 93216, 805-725-7445.

JOB OPPORTUNITY

Southern California Conference seeks **CONFERENCE MINISTER**. Apply by **May 1** to David S. Sandberg, Shepherd of the Hills Church, 30121 Niguel Rd., Laguna Niguel, CA 92677, 714-495-1310.

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PERSONNEL CHANGES -- A 1990 Update

Executive Offices

Al H. Sherry, president, and **Doris R. Bell**, director of finance and treasurer, took office Oct. 1. They replace **Avery D. Post** and **Charles H. Lockyear**, who both retired. **Bernice F. Powell**, former deputy director of the Commission for Racial Justice, began in Feb. as executive associate to the president. **Charles W. Cooper, Jr.**, formerly executive assistant to the president, rejoined the Stewardship Council in Jan. as consultant for special projects, working part-time from his Pennsylvania home.

Laurinda Hafner started in Jan. in the UCC secretary's office as associate editor of the *UCC Year Book*. She replaces **Paul (Pete) Schell**, now Eastern Office marketing associate of the UCC Insurance Advisory Board.

UCC Board for World Ministries

David A. Vargas is executive secretary of the Common Ministry in Latin America and the Caribbean of UCBWM and its counterpart in the Christian Church (Disciples of Christ). He is at the Disciples' headquarters in Indianapolis; his associate, **Carmen Alicia Bobot**, is at UCBWM's New York City office. **Patricia Rumer** resigned last summer as UCBWM's regional secretary for Latin America and the Caribbean to become general director of Church Women United.

UCC Board for Homeland Ministries

Steven Nunn-Miller will start Mar. 19 as director of the UCC Hunger Action Program, now housed at UCBHM. He replaces **E. Neill Richards**, who directed the program through Feb. while it was housed with UCBWM. **A. B. Ann Eichhorn** and **L. William Eichhorn** reported work in Dec. in a co-appointment as general secretary of UCBHM's Division of the American Missionary Association. They succeeded **Theodore H. Erickson**, who became UCBHM coordinator of special mission emplacements last May.

UCC Board for Ushers Tells Ushers How to Aid Folks With Disabilities

What to do and avoid when ushering people with disabilities is the topic of a brochure, *Practical Helps for Church Ushers*, from UCC Board for Homeland Ministries and the UCC's National Committee on Persons with Disabilities.

Among its suggestions: "Don't hesitate to use words like see, hear, walk, etc. with persons with disabilities. Talk to them as you would to anyone else." If a person has a visual impairment, "extend your elbow to the person; do not grab or push." If a person has a hearing impairment, "never speak directly into a person's ear; if necessary, communicate by writing (have pen and paper at hand)." One copy was sent free to churches. Order extras (10/\$1) from the committee at UCBHM, 475 Riverside Dr., 10th Floor, New York, NY 10115, 212-870-2100.

William R. Johnson began in Dec. in the new UCBHM position of secretary for AIDS programs and ministries coordination.

Thomas M. Carson began work in Jan. in the new UCBHM position of secretary for education in the parish community. His office is in Anacortes, WA, 206-293-8557.

Vilma Machin began in Jan. in a new post of secretary for education in the local church.

Mark L. Burns, secretary for youth education and ministries resources, left in Nov. to be pastor of a new UCC church in Naples, FL.

Susan Newman Hopkins, who came last Jan., is church-college relations coordinator.

John W. Mingus began in May as UCBHM's secretary for church development.

Paul R. Peters started in Apr. as secretary for local churches in community mission.

Office for Church in Society

Yvonne V. Delk leaves as executive director of OCIS Mar. 23 to become executive director of Chicago's Community Renewal Society.

Ken South began work in June as OCIS' consultant working with the AIDS National Interfaith Council in Washington, DC.

Faith Evans, associate for church empowerment, is now also OCIS' consultant with Black Ecumenical Advocacy Ministries.

Office for Church Life & Leadership

Thomas R. Tupper is again executive associate of OCLL, now based in Cleveland. He served as OCLL's acting executive director until **William Hulteen** took office last year.

Charlotte H. Still, formerly based in New York City as OCLL associate for the Middle Atlantic Region, is now at the Cleveland headquarters as Great Lakes regional associate.

Ervin Milton starts work Mar. 1 as OCLL's associate for the Southern Region. His office is in Graham, NC, 919-222-8771.

Peter Monkres starts work this month as OCLL's associate for the West Central Region. His office is at the Wisconsin Conference

headquarters, 608-238-3418.

Office of Communication

Hans Holznagel, previously a writer, started in Jan. as OC public relations coordinator. He will commute between New York City and Cleveland until moving full-time there in 1991. **Martha R. Gotwals**, former PR coordinator, continues in New York as editor of *Keeping You Posted*, OC general copy editor and now co-editor of the *Telecommunications Consumer Coalition Newsletter*.

William C. Winslow, associate director, remains with OC as a New York City-based writer and video reporter.

Rubin Tendai started in Feb. in a position shared between OC and OCIS. Based at OCIS' DC office, he is a writer for OC and editor of OCIS' *Courage in the Struggle for Justice and Peace*. **Russell Claussen** ended his work as OCIS associate for publications in Dec. and **Yvette Moore** as OC writer in July.

Commission for Racial Justice

Vivian L. Wynn, previously planning and development director, became director of the CRJ Enfield, NC Office for Constituency Development and Rural Racial Justice in Feb. 1989. She replaced **Leon White**, who has moved to CRJ's Cleveland headquarters as national associate for mission interpretation.

The Pension Boards

Donald G. Hart began work in New York City in Sept. as assistant to the treasurer of the Pension Boards and was elected comptroller in Dec. He replaced **Hans Vogel** in the former position, who resigned in Aug. to work for the Evangelical Lutheran Church in America's Metropolitan New York Synod.

Council for American Indian Ministry

Armin Schmidt starts in Apr. as new executive director of Minneapolis-based CAIM. The former executive, **Norman W. Jackson**, began work in Oct. as Hawaii Conference minister.

New Hymnal Is Underway

A 13-member committee appointed by UCC Board for Homeland Ministries to develop a new UCC hymnal held its first meeting in Feb.

The new hymnal will reflect the "wide-ranging diversity of the UCC," says **Ansley Coe Throckmorton**, general secretary of the education and publication division.

Many consultants will be used, to ensure that a "wide variety of issues will be considered," she adds. For more information, contact Ms. Throckmorton at UCBHM, 475 Riverside Dr., 10th Floor, New York, NY 10115, 212-870-2801.

SEND NEWS stories, PHOTOS and OP-POSING VIEWS of 100 words or less to stands taken in a particular article to KYP, Office of Communication, United Church of Christ, 475 Riverside Drive, Room 852, New York, NY 10115.

Connecticut & Minnesota Elect New Ministers

David Hirano and **Jeffrey Stinehelfer** were elected Connecticut and Minnesota Conference ministers.

Dr. Hirano, most recently minister of Christ Church of Chicago, was pastor of Nuuanu Congregational UCC, Honolulu, from 1974 to 1987. He starts Apr. 22.

Mr. Stinehelfer began in Feb. Since 1983, he was associate conference minister for stewardship and mission interpretation at the Illinois Conference. Earlier, he was on the staff of Hinsdale UCC there.



David Hirano



Jeffrey Stinehelfer

News Briefs

Racial/Ethnic Seminarian Fellowships Available

Fellowships are being offered by UC Board for Homeland Ministries to UCC minority current or prospective seminary students who wish to become ordained ministers. Apply by Apr. 30 to Barbara Essex, UCBHM, 475 Riverside Dr., 10th Floor, New York, NY 10115, 212-870-3459.

Global Hunger Program Gets Air Dates

The ramifications of overseas aid and development strategies that work in tackling world hunger are the focus of a PBS series "Local Heroes, Global Change," formerly called "Breakthrough on Hunger." The program airs four consecutive Monday nights starting May 7 (check local listings). A \$3 study guide and \$8 videotape--\$10 for both--are available to church groups. Contact Alternatives/Coalition, P.O. Box 429, 5263 Bouldercrest Rd., Ellenwood, GA 30049, 404-961-0102.

Indian Hospital Wants Used Stamps

Vellore Hospital patients in India are asking Americans to send used airmail and commemorative stamps there. The patients prepare the stamps for sale to collectors, combining physical rehabilitation with a small income. Stamps should be left on envelope with a surrounding 1/4" border. Mail with customs marking "Used stamps--No commercial value" to Rehabilitation Unit, Christian Medical College Hospital, Vellore 632 002, India.

Stewardship Commission Wants to Separate From NCC

The Stewardship Commission of the National Council of Churches, slated to be part of a "Discipleship and Communication" unit, has declared its intention instead to become a "separate but related organization" to the NCC. Chief among the Commission's concerns is how non-NCC members, making up 13 of its 27 participant denominations, would fit into the new structure. Members also object to the many responsibilities of the new unit--including also communications, education and ministry, and worship and evangelism--and the possibility that money meant for stewardship programs could be used for broader unit work. While the action was directed at the NCC Governing Board, the unit transition committee will meet with Stewardship Commission representatives this month to discuss how it could be part of or sponsored by the unit.

Black Ecumenical Network Organizes

Making sure legislators know where African-American churchgoers stand on issues that affect them is a task the newly-formed Black Ecumenical Advocacy Ministry will undertake. BEAM was formed after receiving one of its first grants from the UCC, the Office for Church in Society's Faith Evans explains. The group is composed of black churches from both historic black and other mainline denominations. BEAM's first legislative briefing will be held Mar. 16-18 in DC. Contact BEAM through Mr. Evans at OCIS, 110 Maryland Ave., NE, Washington, DC 20002, 202-543-1517.



Membership growth through new and revitalized churches, as seen here as new members join New Ark UCC, Newark, DE, and leadership development for clergy and laity are aided by the UCC's all-church Strengthen the Church Offering, which can be taken any Sunday after Easter.

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Gov't Overseas Funding Concerns Churches

Direct funding by industrial countries governments to Third World churches causing concern in religious circles.

Both UC Board for World Ministries and Church World Service say they are concerned over the shift from the more traditional method of developed nations governments sending resources through partner churches in their own countries.

"There is a danger that conditions might be attached to a direct government gift," notes Daniel F. Romero, UCBW mission program unit general secretary.

A recent World Council of Churches meeting noted churches need to decide whether to accept money from a growing number of governments wanting direct credit for gifts where funding occurs.

RECOMMENDED

A Cry for Justice: The Churches and Synagogues Speak, edited by Robert M. Afee Brown and Sydney Thomson Brown, summarizes, analyzes, compares and critiques major national church statements on economic justice. Jewish, Catholic and Protestant statements are covered, including the UCC. \$8.95, plus \$1-\$2 postage and handling, prepaid from Paulist Press, 997 Macarthur Blvd. Mahwah, NJ 07430, 201-825-7300.

UC Scene

Unable to retain a full-time pastor, IMMANUEL UCC in rural Herndon, VA, made a gift to help churches like itself. The church sold its parsonage, invested the proceeds and arranged with EDELMAN THEOLOGICAL SEMINARY that the interest would go for a yearly scholarship for a senior preparing for rural ministry.

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